

# AAUP-KSU

September 29, 2017

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Remember to contact AAUP-KSU with any questions, issues, or concerns. We are here to help you Monday through Friday, 9:00am - 5:00pm.



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## ANNOUNCEMENTS

- Faculty Professional Development Excellence Pool: The next deadline is Friday, November 3, 2017. More information is available at: [Faculty Professional Development Excellence Pool Guidelines](#).
- The FTNTT File Workshop will be held again this Fall. Information will be sent out soon.
- Provost Diacon will be addressing questions about the University Employees Separation Plan (UESP) and adjunct teaching in his next Provost's Update.
- The OCAAUP Annual Meeting is November 3 – 4. Anyone interested in attending should contact the AAUP-KSU Office.
- Print copies of the *Collective Bargaining Agreement* are available upon request and can be sent to you through Campus Mail.
- FTNTT Grievance Committee: Anyone interested in serving on this Committee is encouraged to contact Coleen Taylor ([ccasey@aaupksu.org](mailto:ccasey@aaupksu.org)) or Beth Campbell ([bcampbell@aaupksu.org](mailto:bcampbell@aaupksu.org)) for more information.

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## LEGISLATIVE UPDATE

FROM OCAAUP:

# Take Action on House Bill 298

## Another attack on sick leave and collective bargaining

House bill 298, introduced by Rep. Derek Merrin (R-Monclova Twp.) would reduce sick days for those state employees who currently have 15 days down to 10 days. This includes college and university employees. The bill also would prohibit employers from offering greater than 10 sick days, or agreeing to more in a collective bargaining agreement. So not only is this an attack on benefits, it is an attack on collective bargaining rights.

TAKE  
ACTION!

Sounds familiar, doesn't it?

That's because nearly identical language was not only part of Senate Bill 5 in 2011, but also was inserted into HB 49 (the state budget bill) by Rep. Merrin earlier this year. Fortunately, we were able to get that language removed, but Rep. Merrin is intent on reducing what he calls "an excessive number of sick days."

There are two things you can do right now to help stop this bill:

1) Call your representative to tell them you oppose HB 298 and any legislation that curtails benefits and collective bargaining rights. Dial (844) 213-8172 to be connected to your state rep's office. You will be asked to enter your zip code to be forwarded to the appropriate office.

2) [Send an e-mail to your representative through this link.](#)

As we explained to legislators during the budget process, professors do not receive the same benefit leave time as other state employees, like personal and vacation days. As such, sick days are the only leave time that faculty can rely on in the event of a serious illness. During the budget, we heard from members who expressed how important that leave time was for them when they confronted serious illness.

While the extreme legislators behind this bill will tell you that it is about limiting sick days for public employees, we know the truth. This is just the first step in trying to silence our voice at the workplace. Today they try to limit how we collectively bargain for sick days; tomorrow it will be about limiting how we collectively bargain over pay, workload, as well as how we grieve unfair conditions. This is their attempt to pass Senate Bill 5 in piecemeal fashion, and we must fight back against ANY attempts to limit our voice on the job.

Please take a few minutes to call and e-mail your representative. Your activism does make a difference.

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## FTNTT REPRESENTATIVE TO THE OCAAUP BOARD OF TRUSTEES

**All members will have received an electronic ballot on September 26<sup>th</sup> to vote for the FTNTT representative to the Ohio Conference AAUP (OCAAUP) Board of Trustees. Please take a moment to vote. Your vote matters!**

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## GRIEVANCE/ARBITRATION COMMITTEE UPDATE

**Tuition Benefits:** The Association was contacted by several Faculty members regarding fees that either they or their spouse are being charged for courses being taken at KSU. The CBA states that the general and instructional fees are waived for eligible faculty members' spouses (and University Policy contains similar language with regard to faculty members themselves). However, the instructional fees of Faculty and spouses of Faculty in specific programs, for which the Board of Trustees approved a tuition rate higher than the basic in-state tuition, are only reimbursed up to the amount of the basic in-state tuition rate. On March 17, 2016, an informal resolution meeting was held. Subsequent to the meeting, the University notified the Association that the specific cases that the Association is knowledgeable of, have been fixed with the Faculty member and/or spouse being reimbursed the full amount. Despite the administration's claims that affected Faculty members have been reimbursed, it is clear that has not occurred. Additionally, AAUP-KSU requested information in order to determine if any other Faculty member or his/her dependent has been affected and the administration has not provided the data (even though AAUP-KSU requested information without identifying factors in accordance with FERPA). Because of the administration's unwillingness to reimburse the affected Faculty members and provide information to ensure the CBA language is being properly implemented, the TT Unit of AAUP-KSU filed for arbitration. The parties have selected the arbiters and are currently working to find mutually-agreeable dates in which to hold the arbitration hearing. As a reminder, the FTNTT unit has a contractual clause that will provide the same remedy to the FTNTT unit as the TT Unit in the result of an arbitration decision. **UPDATE:** As of the last News Alert, there have been no updates to this case.

*If you have an issue, question, or concern regarding any provision of the CBA, please contact AAUP-KSU as soon as possible.*

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## OFFICE HOURS POLICY UPDATE

All Faculty should have received an electronic communication regarding the updated Office Hours policy. For your convenience, a link to the policy is included below:

[Operational Procedures and Regulations Regarding Faculty Office Hours](#)



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Are you sure you are a member of AAUP-KSU?

Just because you received this email, does not mean you are a member of AAUP-KSU! Membership is voluntary and is **NOT** automatic. You must fill-out and sign a form to become a member of AAUP-KSU. (All faculty members, regardless of membership, have paystub notations for "Union Dues.") If you want to be a member, and have not or don't remember signing a membership form, please contact us today! It's easy and the cost is extremely minimal. Members enjoy special benefits including being able to participate in voting on *Collective Bargaining Agreements*, electing officers, serving on committees, legal consultations and special events! <http://www.aaupksu.org/membership/content/dues.php>

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